11-8-14

Target: Ensure that all MCPS building leaders have effective working knowledge of requirements and clear plans to implement a school community plan that lessens the possibility of harassment and bullying and responds quickly and effectively when an incident of possible harassment or bullying occurs.

**Step 1**: ***In preparation for ERD meetings during the week of November 17th read***

1. Keleva Law synthesis of the October OCR *Dear Colleague* letter
2. Effective Evidence-based Practices for Preventing and Addressing Bullying

If you have assistant principals and TOSAs have them read these two documents. Follow-up with a discussion with them after your discussion with your ERD during the week of November 17th.

**Step 2**: ***In preparation for ERD meetings during the week of December 15 read***

1. October 21, 2004 *Dear Colleague* letter from the United Stated Department of Education Office of Civil Rights
2. August 20, 2013 *Dear Colleague* letter from the United States Department of Education Office of Special Education and Rehabilitative Services

If you have assistant principals and TOSAs have them read these two documents. Follow-up with a discussion with them after your discussion with your ERD during the week of December 15th.

**Step 3**: In January, date TBD, we will meet with Bea—possibly by regions—to be sure that we are good to go with this information in terms of informing our daily work—throughout the District—so that we can ensure a safe and secure learning environment for all students (with and without a disability).

*This is not easy reading. It will take time, deep reading and reflection to bring the information to a mastery level that informs your daily practice and your work with your school community. There is nothing optional here.*

Some of you may be asking, will others learn about these expectations. You bet. We will want you to develop plans (with the support and guidance of your ERD) to ensure that all members of your school community have the skills and abilities to carry out the expectations to ensure that all students are afforded an educational environment without harassment or bullying. We will help you be sure that all staff who might be involved in an IEP review re. harassment or bullying—school psychs, speech/language pathologists, and others are well prepared. However, this process starts with you--building leaders.

The *good news* is that we have been working in this area through MBI/PBIS. Many of the ideas and processes in the Effective Evidence-based Practices document will be familiar. Now we must clarify and refine so that we can honestly say that in Missoula County Public Schools *all means all.* All kids have what they need to achieve academically in a safe and secure environment. All kids, all the time.

Don’t hesitate to contact me if you have questions.

*Karen*